

**CITY OF TUALATIN**  
**Classification Description**

**Job Title:** Policy Analyst

**Department:** Community Development

**Reports To:** Community Development Director

**FLSA Status:** Non Exempt

**SUMMARY:** The principal function of the Policy Analyst is to provide advisory, analytical and administrative professional services in support of the functions within the Community Development Department. Incumbents may be responsible for formulating, implementing, and administering special department projects. Examples of potential work efforts include, local, regional and statewide governmental relations work, transportation policy and planning, community engagement, and special initiatives related to housing, economic development, or interdepartmental coordination. The Policy Analyst is a technical expert within Community Development is also responsible for coordinating associated communication to and for elected officials.

Serves as department liaison to citywide technology, communication and organizational improvement committees. Provides high-quality customer service to both internal and external customers.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following: This class specification represents only the core areas of responsibilities; specific position assignments will vary depending on the needs of the department.

Plans, coordinates, facilitates, implements and provides professional services and support of assigned programs and /or functions

Serves as a liaison to internal and external customers and stakeholders providing information, program support and clarification of policies, processes, regulations and other related program information.

Develops and prepares community engagement marketing materials, newsletters, brochures and other service related support information.

Gathers, reviews, and monitors data and information; analyzes data, identifies and reports trends. Provides recommendations in support of assigned area.

Prepares reports, presentations, training materials, and relevant program documents; reviews and maintains files, databases, website information, and other documentation in accordance with records retention requirements and procedures.

Provides professional support and assists with special projects and initiatives.  
Provides training and assistance in interpreting policies and procedures.

Performs other duties of a similar nature and level as assigned. Examples of Essential Work related to Community Development:

- Prepare and present reports on policy issues to public bodies such as City Council and community groups.
- Plan, lead, organize, and direct certain significant transportation policy projects within the department. Lead staff assigned to such projects.
- Promotes interdepartmental and interagency cooperation by building effective relationships and communication with internal and external audiences or stakeholders.
- Collaborate with Department Director and City Administrative Office to develop policies and procedures related to key City initiatives such as transportation, land use, housing, and economic development.
- Acts as a lead on complex initiatives, studies, and projects, both within the department and in cooperation with other agency partners.
- Prepare materials for elected officials including letters on behalf of City Council members, talking points, gather data and compile in such a way that is useful for elected officials as related Community Development initiatives.
- Provide oversight on, and conduct complex special studies, programs and projects as assigned, including the development of initiatives, coordination of inter-jurisdictional projects and other administrative issues.
- Provide lead role for limited special projects; plan, organize and conduct project activities and events, including preparing requests for proposals and bids and administer consultant contracts as assigned; provide appropriate and timely communication of project status.
- Coordinates City intergovernmental relations program Community Development initiatives
- Represents the City on various intergovernmental committees. Reviews legislation at the regional, county, state, and federal levels and recommends actions to further City policy interests. Reviews and analyzes relevant legislative bills to determine impact on City.

Communications: Coordinate department submissions to City newsletter; organize and attend meetings with community members; assist with department website updates. Consult, advise, and provide strategic direction for community engagement efforts related to Community Development initiatives.

Grant coordination: research, coordinate and write grant proposals for purposes of conducting or implementing transportation policy.

May exercise limited supervision in special instances.

Other duties may be assigned.

## **SUPERVISORY RESPONSIBILITIES**

Supervision is not a normal responsibility of this position.

**COMPETENCIES:** To perform the job successfully, an individual should demonstrate the following competencies:

**Adaptability** - Adapts to changes in the work environment; Manages competing demands; Able to deal with frequent change or unexpected events; Changes approach or method to best fit the situation.

**Analytical** - Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs work flows and procedures.

**Attendance & Punctuality** – Consistently at work and on time; Arrives at meetings and appointments on time.

**Change Management** - Develops workable implementation plans; Communicates change effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change; Monitors transition and evaluates results.

**Cost Consciousness** - Works within the approved budget; Conserves organizational resources; Develops and implements cost saving measures.

**Crisis Management** – Able to maintain calm in non-standard situations; recognizes what is most suitable in a given situation; Exhibits decisiveness and responsibility; knows when to consult and involve others.

**Customer Service** - Manages difficult or emotional customer situations; Understands and applies the principles of quality customer service; Responds promptly to customer needs and to requests for service and assistance; Solicits customer feedback to improve service.

**Delegation** - Delegates work assignments; Matches the responsibility to the person; Gives authority to work independently; Sets expectations and monitors delegated activities; Provides recognition for results.

**Dependability** - Follows instructions and responds to management direction; Takes responsibility for own actions; Keeps commitments; Completes tasks on time or notifies appropriate person with an alternate plan.

**Diversity** - Shows respect and sensitivity for cultural differences; Promotes and supports a harassment-free environment.

**Ethics** - Treats people with respect; Inspires the trust of others; Works ethically and with integrity; upholds organizational values.

**Initiative** - Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for help when needed.

**Innovation** - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

**Interpersonal Skills** – Focuses on cooperatively resolving conflict; Maintains confidentiality; actively listens to others without interrupting; Conveys a positive image of the City and its services; Keeps emotions under control; Remains open to others; ideas and tries new things.

**Judgment** - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

**Leadership** - Exhibits confidence in self and others; Inspires and motivates others to perform well; effectively influences actions and opinions of others; Accepts feedback from others; Gives appropriate recognition to others

**Motivation** - Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.

**Oral Communication** - Speaks clearly and persuasively; Listens and gets clarification; Responds well to questions; Participates in meetings; Demonstrates group presentation skills.

**Organizational Support** - Follows policies and procedures; Completes administrative tasks correctly and on time; supports organization's goals and values; Benefits organization through outside activities; Supports affirmative action and respects diversity.

**Planning & Organizing** – Prioritizes and plans work activities; Uses time resources efficiently; Plans for additional resources; Sets goals and objectives.

**Problem Solving** - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Uses reason even when dealing with emotional topics; Works well in group problem solving situations.

**Professionalism** - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of status or position; Inspires respect and trust; Accepts responsibility for own actions; Follows through on commitments.

**Project Management** – Develops project plans; Coordinates projects; Communicates changes and progress; Completes projects on time and budget; Manages project activities.

**Quality Management** - Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness; Applies feedback to improve performance; Monitors own work to ensure quality.

**Safety and Security** - Observes, and ensures others observe, safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses, and ensures other staff use, equipment and materials properly.

**Strategic Thinking** - Develops strategies to achieve organizational goals; Understands organization's strengths and weaknesses; Identifies external threats and opportunities; Adapts strategy to changing conditions.

**Teamwork** – Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

**Technical Skills** - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

**Written Communication** - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

## **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Considerable knowledge of the principles, practices and techniques of business and public administration. General understanding of the procedures within Community Development, including an understanding as to how these relate to the City organization as a whole.

Possession of additional specialized knowledge, skills and abilities pertinent to transportation policy and Community Development, specifically: knowledge of grant procedures; ability to facilitate public input processes and public meetings; ability to draft, negotiate and oversee contracts for special projects and studies; ability to coordinate and resolve conflicting points of view to obtain successful outcomes; ability to research legal issues, draft and present recommendations to the department team.

Ability to provide effective leadership and coordination in developing solutions and recommending new techniques. Ability to establish and maintain effective working relationships with employees, officials and the general public. Ability to exercise resourcefulness, tact and perspective in developing solutions and new techniques.

Ability to assemble, organize and present statistical, financial and factual information derived from a variety of original and secondary sources utilizing a variety of media. Advanced skill in data base preparation and manipulation, designing spreadsheets, Power Point presentations, word processing and financial software.

Lead work experience that may include leading projects, programs or initiatives, or leading the work of others, such as providing daily work direction and/or scheduling, assigning work, checking completed work, and training.

Thorough understanding of transportation issues related to government.

Skilled in building effective relationships within and across organizations; effective oral communication in both public and small group settings; prioritizing and meeting deadlines; coordination projects; analyzing legislation and issues affecting the organization; researching and analyzing data and information.

### **EDUCATION and/or EXPERIENCE**

Graduation from an accredited college or university with a Bachelor's Degree in business administration, public administration, engineering or planning. Five (5) years of increasingly responsible professional administrative and analytical experience in project management, public administration, or a field related to the pertinent department and two (2) years of supervisory and/or lead work experience.

Any satisfactory equivalent combination of experience and training which ensures the ability to perform the essential functions of the position may substitute for the above.

### **CERTIFICATES, LICENSES, REGISTRATIONS**

Possession of, or the ability to secure possession of, a valid Oregon driver's license. Specific assignments may require possession of, or the ability to secure, state certification for performing assigned duties.

### **PHYSICAL DEMANDS AND WORK ENVIRONMENT**

The physical demands and work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to talk or hear. The employee is frequently required to sit and use hands to finger, handle, or feel. The employee is occasionally required to stand; walk; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl and taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. The noise level in the work environment is usually moderate. The employee is occasionally exposed to outdoor weather conditions